Here are a few quotes taken from a presentation made by Miranda Ferrier to the Provincial Government, suggesting she should be appointed over regulating PSWs, and noting her dislike for unions advancing long time workers, over younger harder working PSWs.

Long-Term Care COVID-19 Commission Meeting with OPSWA on 9/21/2020

PRESENTERS: Miranda Ferrier, President, Ontario Personal Support Workers Association and Canadian Support Workers Association
Ian DaSilva, Director of Human Resources, Ontario Personal Support Workers Association and Canadian Support Workers Association

PARTICIPANTS: Alison Drummond, Assistant Deputy Minister, Long-Term Care Commission Secretariat Ida Bianchi, Counsel, Long-Term Care Commission
Secretariat John Callaghan, Counsel, Long-Term Care Commission Secretariat Derek Lett, Policy Director, Long-Term Care Commission Secretariat L. Mahoney

COMMISSIONER FRANK MARROCCO (CHAIR): I was curious, in terms of self-government or in terms of regulation, who did you think the regulator should be?
IAN DaSILVA: We want --
MIRANDA FERRIER: Us.
IAN DaSILVA: -- us. Not to toot our own horn, but to be honest, we are already kind of regulating the PSW. We offer a certification process, and we have conflict resolution and membership dispute resolution mechanisms in place that we already use.

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MIRANDA FERRIER: Oh, yes, okay, I should probably mention as well too that we actually partnered with HealthForceOntario last October. HealthForceOntario, as I'm sure you guys know, is a division of the Ministry of Long-Term Care for their job recruiting, et cetera.

So we launched the International Nursing Grandfathering Program with HealthForceOntario last October. Since then, we have over I believe now it is over 500 INGPs that have been hired out into long-term care homes in Ontario.

We only worked with certain partners on this because it is a pilot and they were technically going against one of the long-term care rules when it came to hiring, but it has been an extreme success. We have partnered with Extendicare, Sienna Living, Chartwell, VON.

Miranda Ferrier on Unions

COMMISSIONER FRANK MARROCCO (CHAIR): But seniority is pretty entrenched as a principle at unions, in my experience, anyways, as a principle that unions operate under. Do you think that trying to deviate from that principle would generate opposition, that
you know, it would be so controversial that it might generate opposition from a group that might otherwise not be opposed to some reforms?

MIRANDA FERRIER: Possibly. It is union, so you never know and you tread carefully on that front. But I think that -- Ian is putting up his pencil, so --

IAN DaSILVA: Yes, I think I know what the problem is. I'm sorry, I don't mean to jump in there. And I think the question we are dealing with is that the history of unions, historically unions come from an industrial background where seniority makes sense, that if you do something for 20 years, you are the best at it because you have been doing it 20 years. It doesn't necessarily equally apply well to health care. So yes, what you are asking is yes, of course it will ruffle feathers because one of the tenets of collective bargaining is the entrenchment of the seniority principles.

Now, is there a way we can bypass that or to compensate seniority principles in another way? Maybe. I don't know. But I think the problem is that it is difficult to apply an industrial collective bargaining strategy to a health care setting, and I think that is where we are looking at this issue, is that these are labour strategies that work extremely well in mining and in industrial production, assembly line productions, things that required learned skills over time. PSWs require you to have the skill prior to entering into the field, and some of it is learned on shift, but seniority should be more tied to developing your professional status, continuing education, in my opinion, not just numbers of years of service, because then you leave it exposed to, as Miranda was clearly saying, the union collective bargaining agreement protects the worker regardless of that worker's commitment to that employment or to that profession. So you end up with bad eggs and good.

http://www.ltccommission-commissionsld.ca/transcripts/pdf/Ontario_Personal_Support_Workers_Transcript_Final_September_21_2020.pdf